

## 1650 Political Action Fund

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Thus far, 77% of the membership have responded to the Local's request for contribution to the Local 1650 Political Action Fund. **This is well below the traditional 90 to 95% response of the 1650 membership.** Local 1650's Executive Board has recommended that each teacher contribute \$120 to our local PAF.

Area	# Contr./ # in Area	% of Faculty Who Have Contributed	Area Representative
Coun, Lib, Career Services, SOS, Student Activities, Assisted Learning, Learning Lab, Athletic Director	16/16	100%	Chardin Claybourne
Communication - Composition	16/20	80%	Gary McIlroy
Technical	8/17	47%	Guy Pizzino
Math	15/15	100%	Sam Bazzi
Science	16/20	80%	Linda Brandt
Nursing	7/22	32%	Trinalynn Moore
Health Careers	11/12	92%	Sharon Wu
Social Science	12/17	71%	Brian Smith
Fine Arts, Fitness, & Philosophy	11/12	92%	Steve Glazer
Business, CIS, CISCO, Culinary Arts	21/24	88%	Jeff Click
Communication - Non-Composition	11/12	92%	Tazeen Ayub
<b>Totals</b>	144/187	77%	

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**How will your contributions be used?** Local 1650 operates three PAF funds. The first, a “restricted” fund, is used only for local millage/bond elections, Board of Trustees’ campaigns and the campaigns of municipal and/or State legislative candidates for office within the College District, whose decisions impact directly on HFCC revenues. **Note: You may designate that this Restricted Fund be only used in Board of Trustees’ campaigns.**

The Local uses the “unrestricted” fund to engage in statewide political activity and to support candidates not so directly involved with the revenues of HFCC but whose decisions definitely affect Local 1650's ability to represent the interests of its members. Gubernatorial, out-state legislative races, State Supreme Court, Attorney General, Secretary of State, and State ballot referenda fall into this category. **No Local 1650 PAF monies go to candidates for federal office or national political parties.**

The Executive Board thanks those who have already contributed and thus supported Local 1650's political efforts to protect their bargaining rights and secure the local and State funding necessary to operate HFCC, maintain instructional quality, and compensate its employees. Additional checks should be made out to HFCC-FT PAF and forwarded to your Area Representative or Federation Treasurer Stacey Buchanan.

## 1650 Poll Volunteers

The Federation is very appreciative of those 1650 members who worked the polls on Election Day in support of Trustee candidates Fadwa Hammoud and Jim Thorpe.

What faculty enjoy at the College is determined by elected officials – Trustees, State legislators, State Supreme Court Justices, and federal officials.

These State and federal officials determine much of HFC's operations' funding, student access to the College through State and federal student aid, College capital improvement funding, and laboratory equipment funding.

The Local 1650 salary schedule, employee health care costs, and pension funding are also determined by those we elect.

Please remember the contract is not the product of administrative fairness or largess. It does not emanate out of thin air. It materializes in an increasingly contentious context. It results from the faculty's exercise of political power and community engagement.

John McDonald

## New Local 1650 Contract

Over the next five years, the new Local 1650 contract restores most – but not all – of the concessions this Union made to preserve the College during the budget crisis of 2013.

The new contract provides a 6% wage increase, restoring much of the 7% in the 2012-13 salary concessions. Special consideration is given to the Career Area's need to recruit faculty. The contract restores two-thirds of the 30% cut in EC rates – and may restore the remaining EC cut if 12 employees leave the College over the next five years. It will also restore full-time lines to a minimum of 200 by the fifth year of the contract.

Perhaps most significant is the provision which permits all teachers to advance to Step 13 of salary schedule. With each step in 2016-17 amounting to \$4128 – and the value of each step increasing with salary adjustments over time – the impact on incomes throughout the careers of teachers now below Step 13 is significant.

Hopefully, the new contract concludes three years of virtually uninterrupted and highly contentious negotiations. During this period – Dr. Jensen's entire tenure as President – he has referred to faculty as “overpaid and under performing;” as “bullies;” as “not committed, while he is, to student success;” and as too interested in “protecting turf.” He has said more than once to 1650 members that the Federation President is a “liar” and “bully.”

The recently departed Vice-president for Academic Affairs echoed these unsupported assertions and insults. Unfortunately, a few cabinet members – but not all – have embraced Dr. Jensen's views of faculty.

The President has also repeatedly denigrated 1650 contract concessions – which even the College negotiating team acknowledged as saving the College \$6 million in the first year of the contract and \$29 million over five years. The President even disseminated a misleading spreadsheet and alleged that 1650 members had “come out ahead” financially, despite the 2013 contract concessions.

I wish I could say that labor peace is now at hand, but Dr. Jensen's violations of contract and his moving 1650 work to other unions continue to confront us.

Our protection, in light of Dr. Jensen's unrelenting denigration of College faculty and Local 1650, stems from local, state, and national union solidarity; member engagement in 1650 efforts to protect College faculty; and intense political action and community engagement. All 1650 members must commit to these principles, if we are to retain our professional standing and properly serve our students.

John McDonald

## HFC President's Luncheon

Dr. Jensen is arranging a series of luncheon meetings with 1650 members to review various developments at the College. This is potentially positive

However, Dr. Jensen began to schedule these luncheons following his objections to Local 1650 communications with Trustees.

While the Local and its members have the right to communicate with any elected public official, labor law restricts the scope of administrators in communicating with union members.

Administrators are restricted, under law, from discussing contractual provisions with union

members other than the elected union officers. They may not try to influence contract content through discussions with union members.

Moreover, administrators are not permitted to influence union elections. Thus, administrators must refrain from disseminating their views about union officers or potential candidates for union office.

Should either of these issues arise in Dr. Jensen's luncheons, please inform the Federation.

John McDonald

Local 1650 General Membership Meeting  
Monday, November 21  
3:15 in K-311  
Walter Reuther Liberal Arts Building

